

83 SEP 1983

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EQUAL OPPORTUNITY / Ret. / CIA Ret. + Dis. Syst.

22 September 1983

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NEW GUIDELINES FOR DISABILITY RETIREMENT

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1. New guidelines concerning the Civil Service Retirement System have been published by the Office of Personnel Management which require that all disability retirement requests be reviewed by the Agency. The Handicapped Program Manager must determine initially if there is a suitable position within the Agency where the requester can be gainfully employed. This new guidance emphasizes that disability retirement is a last resort, appropriate only when there is a service deficiency caused by disease or injury, and when every reasonable effort to preserve the person's employment has failed.

2. Disability retirement is a benefit provided to protect the employee who is no longer employable at his or her current grade or pay level because of a medical condition. Generally, the interests of both the Government and the individual are served if an employee remains gainfully employed when he or she can provide useful and efficient service without personal risk or danger to other persons or Government property. Refusal by the employee to accept a position for which he or she is qualified, at the same grade or pay level and in the same commuting area, terminates the Agency's obligation to identify any other position as an alternative to disability retirement, and ensures refusal by the Office of Personnel Management to accept the application for benefits.

3. Once it is established that a suitable position is not available within the Agency, the employee will be referred by the Handicapped Program Manager to the Retirement Affairs Division, Office of Personnel, where an application for immediate retirement will be prepared.

4. Questions concerning the new guidelines should be directed to the Handicapped Program Manager, under the Director of Equal Employment Opportunity, 736 Ames Building, [REDACTED]

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Harry E. Fitzwater  
Deputy Director  
for  
Administration

DISTRIBUTION: ALL EMPLOYEES (1-6)